



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss B Melvin

**Respondent:** Belshaw Bookkeeping Services Limited

## JUDGMENT

The complaint that the respondent failed to pay redundancy payment is struck out.

## REASONS

1. The claimant complains of failure to pay redundancy payment.
2. Section 108 of the Employment Rights Act 1996 requires a claimant to have not less than two years' service to make a failure to pay redundancy payment claim.
3. The claimant was employed by the respondent for less than two years.
4. Therefore, the claimant is not entitled to bring such a complaint.
5. The claimant has failed to give an acceptable reason, despite being given the opportunity to do so, why the complaint should not be struck out.
6. Accordingly, the complaint of failure to pay redundancy pay is struck out. The claimant's other complaints are not affected by this judgment.

Employment Judge Slater

Date: 14 November 2019

JUDGMENT SENT TO THE PARTIES ON  
19 November 2019

Miss E Heeks

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FOR THE TRIBUNAL OFFICE